



Office of the ... DEPARTMENT OF SOCIAL SERVICES

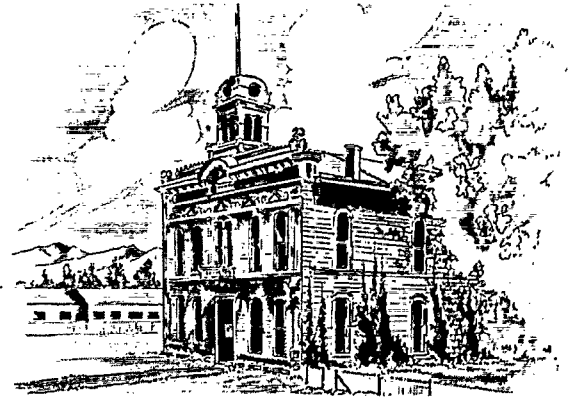
# C O U N T Y O F M O N O

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MARILYN BERG  
Director

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January 23, 1998

Curtis Howard  
Welfare to Work Division  
California Department of Social Services  
744 P Street, MS 9-701  
Sacramento, CA 95814

Dear Mr. Howard,

Attached you will find the necessary rewrite of pages 2, 6, 7 and 8 of the Mono County CalWORKs Plan and a copy of the grievance procedure that will be followed by this county. The grievance procedure is the same as the one used by our county for GAIN. Please incorporate this GAIN grievance procedure as part of our CalWORKs Plan. You will also find enclosed the Mono County Board of Supervisors Certification of the CalWORKs Plan.

I would like to express my thanks to Diane Just, CalWORKs Advisor, for her continued assistance with our plan process. This entire project has been an enjoyable process and Diane has helped us with many of the problem areas. She has been a tremendous asset to our county.

Please feel free to contact me with any questions or need for additional information.

Very truly yours,

A handwritten signature in cursive script that reads "Marilyn Berg".

Marilyn Berg, Director  
Mono County  
Department of Social Services

MB:mb  
Attachments

## Section 10



### What You Can Do if You Do Not Agree

There are three actions you can take if you don't agree with the county's decision.

1. **State Hearing** – If you disagree with any county decision regarding a GAIN penalty (see Section 8), your status (standing) in GAIN, your GAIN activity or your GAIN supportive services, you can ask for a state hearing. For GAIN financial sanctions, you can use the same process you use when you disagree with the action the county takes on your cash aid. Your GAIN worker will help you file for a state hearing if you want one. You can request a rehearing after the state hearing decision is reached.
  - If you file for a state hearing before the penalties start, penalties will not be applied while the hearing is being decided.
  - If you file for a state hearing for any other county action, different rules apply. The GAIN hearing rights form explains those rules. You can ask for copies of the form at any time.
2. **Independent Assessment** – If you don't agree with the results of your Assessment or Employment Plan, someone who is not a county representative will review your Assessment and do another one, if necessary. The results of this independent Assessment will be used to set up your Employment Plan.
  - If you have an independent Assessment done, penalties will not be applied while you await the results of the review.
3. **Formal Grievance set by the County Board of Supervisors** – This is the process adopted by your county Board of Supervisors. Your GAIN worker will tell you how this grievance process works.
  - If you use the formal grievance process, you must continue to meet program requirements and participate in GAIN. If you do, penalties will not be applied while the grievance is being decided.

10/02/73

X. . FORMAL GRIEVANCE PROCEDURE

The CWD has set up Grievance procedures for participants of the GAIN program to grieve actions taken by GAIN in the administration of this program. A participant can choose either of three grievance procedures. They are:

- a.) Formal Grievance pursuant to procedures outlined by the Unemployment Insurance Code.
- b.) Formal Grievance conducted by the Department as adopted by the County Board of Supervisors.
- c.) State Hearing.

The sole issue for resolution through either grievance procedure is whether a program requirement or assignment is in violation of the contract or is inconsistent with the program. The participant may not grieve:

- a.) the requirement to sign a basic contract,
- b.) the outcome of a State Hearing, or
- c.) the results of a vocational assessment.

The CWD explains to participants the right to a grievance review at the initial registration and each time the Basic Contract is amended.

DEFINITIONS

Grievance -- A complaint filed by a participant or participant's representative indicating dissatisfaction with a GAIN action.

Grievance Review Board -- A person designated by the County Director who is:

- a.) Not involved in the action, and
- b.) Not directly in the chain of command of any of the persons in the action grieved, with the exception of the Director, and
- c.) Knowledgeable in the field and capable of an objective review of the action grieved.

Participant's Representative -- Any individual so designated by the participant to represent him/her in the Grievance Review. The Representative should be a responsible adult having sufficient

knowledge of the situation so as to adequately provide representation for the participant.

Review -- A review of the complaint by the Grievance Review Board with all parties to the grievance and their representatives present.

#### PROCEDURES FOR REQUESTING A GRIEVANCE REVIEW

A request for review must be filed within ten (10) calendar days of the action grieved. All grievances must be made in writing, filed with the CWD and signed by the participant. The grievance request must be completed by the participant or his/her representative and received by GAIN by the tenth calendar day of the action grieved. The CWD shall provide assistance in preparation of the grievance request if the participant requests or needs such assistance. Within five (5) working days, the CWD shall acknowledge receipt of the grievance request and notify the participant of the date scheduled for the review. The Grievance Review shall be conducted no sooner than ten (10) working days and no later than twenty (20) working days of the receipt of the grievance request.

#### THE GRIEVANCE REVIEW HEARING

All reviews shall be conducted by the designated Review Board and in a non-adversary atmosphere. All parties and representative shall be permitted to review all evidence introduced in the Review. The parties, their representatives and witnesses, while testifying, shall be the only authorized persons present at the Review. The Review Board shall exclude all unauthorized persons from the Review unless all parties, including the Review Board, agree to their presence. All testimony shall be given under oath or affirmation. Testimony shall be recorded by a tape recorder. The record of the testimony, along with all evidence and documents provided at the Review, shall be retained by the CWD for one year from the date of the decision. If any additional evidence or witnesses are necessary, the Review Board may continue the Review for a period not to exceed ten (10) working days.

#### REVIEW BOARD DECISION

Within twenty (20) working days after the Review has been completed, the Review Board shall render a recommended decision in writing to the Director. The Director shall either accept this decision or issue a separate written decision which shall supersede the Board's recommendation. The Director's decision shall contain a summary of the facts, the issues involved, the basis for the decision, an order setting forth the decision and an explanation of the grievant's further appeal rights. A copy of adopted decision shall be issued to each party of the Review and their representatives.

GRIEVANCE REVIEW FLOW CHART

Time Line

COUNTY  
TAKES  
ACTION

PARTICIPANT HAS 10  
CALENDAR DAYS TO  
FILE FOR REVIEW

COUNTY HAS 5 WORKING  
DAYS TO ACKNOWLEDGE  
REQUEST AND TO  
SCHEDULE REVIEW

REVIEW SCHEDULED AFTER  
10 WORKING DAYS AND  
BEFORE 20 WORKING DAYS  
OF REQUEST

REVIEW HELD

DECISION RENDERED TO DIRECTOR  
WITHIN 20 WORKING DAYS OF  
REVIEW



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January 5, 1998



Curtis Howard  
Welfare to Work Division  
California Department of Social Services  
744 P Street, MS 9-701  
Sacramento, CA 95814

Dear Mr. Howard,

Attached you will find Mono County's CalWORKs Plan. This plan is being submitted prior to County Board of Supervisors approval. The plan is scheduled for Public Hearing and Board presentation on January 20, 1998. Due to tight timeframes and Board of Supervisors meeting schedule (the meet the first and third Tuesdays of the month only) the 20<sup>th</sup> was the first date we were able to get on the agenda. The signed approval document will be submitted as soon as it is completed.

Also I would like you to know that I will be leaving the country on February 5, 1998 and returning on March 10, 1998. If at all possible, could we please have your feedback by January 31, 1998 in order for me to respond to any questions or to provide additional information needed prior to my departure. Mono County is a very small county and there is no middle management staff (Program Managers) employed at this time. We had both Program Managers resign in November. Therefore, anything you can do to help us with this plan process would be greatly appreciated.

Please do not hesitate to contact me. Thank you.

Very truly yours,

A handwritten signature in cursive script that reads "Marilyn Berg".

Marilyn Berg, Director  
Mono County  
Department of Social Services

**MONO COUNTY**  
**DEPARTMENT OF SOCIAL SERVICES**

**CALWORKs PLAN**

**January 5, 1998**  
**(Revised)**

Prepared by:

Marilyn Berg, Director  
Mono County  
Department of Social Services

With assistance of:

Mono County Welfare Reform Steering Committee

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## **EXECUTIVE SUMMARY**

### **MONO COUNTY DEPARTMENT OF SOCIAL SERVICES MISSION STATEMENT:**

**THE MONO COUNTY DEPARTMENT OF SOCIAL SERVICES IS COMMITTED TO PROVIDING QUALITY SERVICES TO THOSE WE SERVICE WHILE ENCOURAGING SELF-SUFFICIENCY.**

The Mono County's CalWORKs Program Plan uses the above Mission Statement as the basis for our commitment to clients and community.

It is our intention through this plan to continue to develop a network of partnerships in order to provide the full range of services needed to move clients into unsubsidized employment. By pooling existing resources of various agencies and organizations in Mono County we intend to provide an efficient, user-friendly approach in preparing clients for obtaining and retaining unsubsidized employment.

Mono County's Plan will provide individualized and personalized services for each person participating in the CalWORKs Program. Through a multi-agency network we will offer employment services, resource and referral services, educational and training opportunities. CalWORKs staff will be trained to offer diversion services as part of the application process for the CalWORKs Program. Every participant will be expected to be working while they are enrolled in training and counseling.

### **MAJOR PROGRAM GOALS AND OBJECTIVES OF MONO COUNTY'S CalWORKs PROGRAM:**

#### **1. PROMOTING SELF-SUFFICIENCY**

Mono CalWORKs through a multi-tiered, multi-agency system, plans to emphasize "up-front" employment (diversion) upon the applicant's entry into public assistance. The county will provide diversion services to help the client into employment while minimizing or avoiding being on assistance. During the transition from being on aid to being employed, the Mono CalWORKs program will offer job retention services.

#### **2. PERSONAL RESPONSIBILITY**

It is the intent of Mono CalWORKs program to emphasize the personal responsibility and accountability of each participant. Through out the CalWORKs process every effort will be made to encourage the success of each participant while meeting their needs through various programs and contract services with various community agencies.

Participants will be encouraged to provide positive role models for their children by

actively participating in CalWORKs, working towards unsubsidized employment, when needed complete counseling programs for substance abuse as well as other services offered. However, should a participant fail to cooperate they will be subject to non-compliance penalties. Each participant will be taught that assistance is temporary as there are rigid time limits now in effect.

Mono County is committed to its mission to lead our participants into self-sufficiency. All CalWORKs staff are eager to contribute to the redesign of our programs in order to improve the quality of life for families, children, individual in need and promote personal responsibility, independence and self-sufficiency.

Throughout this undertaking to design the Mono County CalWORKs Program a Welfare Reform Steering Committee was brought together which created the forum to collectively develop the program. Mono County looks forward to embracing these new opportunities to assist our CalWORKs Participants in achieving their success in self-sufficiency and personal responsibility of their lives and their children's future.

**A.) COLLABORATION WITH PUBLIC AND PRIVATE AGENCIES TO PROVIDE TRAINING AND SUPPORTIVE SERVICES:**

Mono County has created a county wide collaboration of various agencies, State and County Departments, organizations and individuals who have developed the Mono County CalWORKs Program. Efforts have been made to create a multi-tiered, multi-agency approach to provide a seamless system to guide our participants into self-sufficiency and personal responsibility. The Mono County Welfare Reform Steering Committee is comprised of a broad range of representation.

Mono County included the following agencies, programs, resources and departments in designing our service delivery system:

- Mono County Board of Supervisors
- Mono County Department of Social Services
- Mono County Employers' Training Resource
- Mono County Mental Health
- Mono County Health Department
- Mono County Probation Department
- Mono County Transportation Commission
- Mono County Ministerial Association
- Bridgeport Indian Colony
- Utu Utu Gwaitu Paiute Tribe
- California Indian Legal Services
- Toiyabe Indian Health Project
- Antelope Valley Indian Community
- Mono County Office of Education
- Healthy Start Program
- Eastern Sierra Unified School District
- Mammoth Unified School District
- Eastern Sierra College Center
- Employment Development Department
- Partners for Community Wellness
- Community Connection for Children
- Mammoth Mountain Ski Area
- Wild Iris Women's Services
- Inyo-Mono Advocates for Community Action (IMACA)

**Refugee Employment Services:**

Mono County does not have any known refugee population and therefore does not have a Refugee Employment Service Plan.

**B.) PARTNERSHIPS WITH THE PRIVATE SECTOR TO IDENTIFY JOBS:**

Mono County has few private sector jobs at this time. The only private employer in the county, other than "Mom and Pop" type businesses, is the Mammoth Mountain Ski Area. We are pursuing a partnership with the Mountain. Although it is the largest private employer in Mono County, please be advised that most jobs are not year round and are seasonal in nature.

The Mono County Economic Development Committee has been called on to apply for the "Job Creation Investment Fund Allotment" for Mono County. We are hopeful that through this resource we will be able to develop and implement new job creation strategies.

Mono County will still maintain its connection to private sector jobs that have been established through the GAIN and JTPA Programs. Although the jobs are few in numbers there are some that will be utilized through our CalWORKs Program. The working relationship between Mono County JTPA and GAIN has been very successful. We are in the process of establishing a "One-Stop" Program for this county. Although there is no local PIC, Mono County participates in the tri-county consortium (Inyo-Mono-Kern) PIC and intends to work closely with that body in our Cal-WORKs program. We will also work with the faith community through the Mono County Ministerial Association and the Jewish Community.

EDD is another resource for private sector job placements. We continue to work with EDD and have included a representative from their agency as part of the One-Stop Program and have installed "SHARE" computers in each of our DSS offices to assist our participants in their job search efforts.

C.) **LOCAL LABOR MARKET NEEDS:**

Mono County intends to contract much of the job related activities to the local community based organization, Inyo-Mono Advocates for Community Action (IMACA). IMACA has a long, successful history of providing this type of service throughout Mono and Inyo Counties. We intend to conduct a needs assessment in the future which will be done in collaboration with IMACA, Mono County CalWORKs Staff and JTPA Staff.

Mono County will also work with CIMC, Tribal Employment Rights Office (PL 93638) and the Owens Valley Career Development Center.

**D. WELFARE-TO-WORK ACTIVITIES:**

The Mono County Welfare Reform Steering Committee collectively decided that the range of services listed below would ensure that each participant would have the necessary services available to them in their efforts of seeking unsubsidized employment:

- ▶ Unsubsidized Employment
- ▶ Subsidized private sector employment
- ▶ Subsidized public sector employment
- ▶ Work experience
- ▶ On-the-job training
- ▶ Grant-based on-the-job training
- ▶ Vocational education and training
- ▶ Education directly related to employment
- ▶ Adult basic education (includes basic education, GED and ESL)
- ▶ Self employment
- ▶ Community Service
- ▶ Job search and job readiness assistance
- ▶ Job skills training directly related to employment
- ▶ Supported work
- ▶ Transitional employment
- ▶ Other: Job retention services
  - Child development/Parenting classes
  - Life skills training

**E.) SUBSTANCE ABUSE AND MENTAL HEALTH TREATMENT SERVICE**

Mono County Department of Social Services intends to contract with Mono County Mental Health Department and Toiyabe Indian Health Project to provide all required services under their auspices.

**Plan for Substance Abuse Services:**

Mono County hereby certifies that substance abuse services will include at least the following:

- ▶ Evaluations
- ▶ Case Management
- ▶ Substance abuse treatment
- ▶ Counseling regarding substance abuse caused obstacles to employment
- ▶ The provision of community service jobs

**Plan for Mental Health Services:**

Mono County hereby certifies that mental health services will include at least the following:

- ▶ Assessment
- ▶ Case management
- ▶ Treatment
- ▶ Rehabilitation services
- ▶ Identification of substance abuse problems
- ▶ A process for identifying individuals with severe mental disabilities

Attached is a draft of the proposed "Protocol Agreement" (Attachment #1) between Mono County Department of Social Services and Mental Health. A protocol between Mono County Department of Social Services and Toiyabe Indian Health Project will be developed and will be submitted as an addendum to this plan. It is the intention of DSS to train CalWORKs Staff to conduct the initial screening to determine if there may be a substance abuse problem.

**F.) MENTAL HEALTH SERVICES AVAILABLE AFTER TIME LIMITS:**

It is the goal of Mono County CalWORKs Program to make services available to whatever extent it is possible to ensure the well-being of CalWORKs families. To achieve this goal CalWORKs participants who have exceeded the 18 or 24 month time limit may continue to receive mental health services.



**G.) CHILD CARE AND TRANSPORTATION SERVICES:**

**Child Care:**

Mono County Department of Social Services will sub-contract Stage 1 child care to IMACA-Community Connection for Children, the AP agency for Mono County. CalWORKs participants will be referred to IMACA CCC and Healthy Start as soon as their need for child care is established. DSS will fund Stage 1 child care and families will remain on Stage 1 child care until adequate Stage 2 child care funds become available. IMACA CCC will be the contractor for Stage 2 child care. Participants will leave Stage 2 as soon as Stage 3 funding becomes available.

Mono County DSS will allow one exemption for parents with children under 6 months of age, if infant care is not available the age criteria will be increased to 12 months of age. If infant care is available the age exemption will be reduced to 12 weeks. Availability of infant care will be the only criteria used for a possible exemption. The exemption for subsequent children will be of 12 weeks of age. DSS may mandate Parenting classes, Child Development classes or Life Skills classes, in order for the parent to receive an exemption. DSS will work with County Agencies to implement appropriate classes where child care would also be available.

As soon as a need for child care is determined by DSS, the parent will be referred to the R&R Agency or the appropriate Tribal Government. IMACA Community Connection for Children has an AP and R&R office in Mammoth Lakes (Southern Mono County) and in Walker (Northern Mono County). Parents will be referred for licensed child care information and for subsidized child care services, beginning with Stage 1 child care.

**Transportation:**

Mono County DSS will meet with Toiyabe Indian Health Project, Dial-a-Ride in Northern Mono County and with Mammoth Shuttle in Mammoth Lakes to discuss subcontracting with them to provide transportation services for CalWORKs participants. DSS will also look into a possible voucher system, provider vouchers for transportation service to and from work activities. Mammoth Mountain Ski Area has a bus system that runs within the town limits from November through April. Alternative forms of transportation are needed for the other months. Transportation reimbursement will be made in accordance with applicable regulations.

DSS will also look at a plan to assist participants with car repairs, and/or registration and insurance payments. DSS is also considering starting up a bus route for CalWORKs participant activities in the outlying areas of Mono County.

## H.) COMMUNITY SERVICE PLAN:

The Mono County Welfare Reform Steering Committee identified unmet community needs that could be addressed through community service. Some of those needs identified are:

- ▶ Youth Services - recreation, constructive, cultural awareness, acceptance
- ▶ Transportation - Bishop to Mammoth Lakes, Bridgeport to Coleville, intra-Mammoth Lakes, Benton/Chalfant to Bishop/Mammoth Lakes
- ▶ Child Care
- ▶ In-home health services
- ▶ Classroom aides
- ▶ Public Sector temporary support
- ▶ Road and dump clean-up
- ▶ Neighborhood clean-up
- ▶ In-home repairs - elderly, disabled, CalWORKs families
- ▶ Recycling
- ▶ Wood Cutting and delivery
- ▶ Natural resource maintenance
- ▶ Mentors and tutors
- ▶ Snow removal
- ▶ Tourism industry support - babysitting, assistance with community events, tour guides, ombudsman
- ▶ Assisting at residential care facility
- ▶ Community Outreach
- ▶ Community garden/beautification
- ▶ Food bank
- ▶ Cemetery Maintenance

The Steering Committee also identified target populations which might benefit the most from some of these community service jobs. They are:

- ▶ Senior Citizens/Elders
- ▶ Disabled
- ▶ Other CalWORKers
- ▶ Tourists
- ▶ Children of all ages
- ▶ Public Agencies
- ▶ The recovering community

The entities identified to be responsible for project development, fiscal administration and case management will be comprised of many organizations and agencies, depending on the area of expertise they have. It also could be a collaborative effort of several of the agencies listed below:

- Mono County Department of Social Services
- Inyo-Mono Advocates for Community Action (IMACA)
- All schools
- Law Enforcement
- Mammoth Lakes Tourist Commission
- Wild Iris Women's Services
- Healthy Start
- Inyo-Mono Association for the Handicapped (IMAH)
- Inyo-Mono Area Agency on Aging (IMAAA)
- Public Health
- CalTRANS
- U.S. Forest Service
- Cerro Coso College
- Partners for Community Wellness
- Toiyabe Indian Health Project
- Alcohol and Drug Treatment Center (ADTC)
- Mono County Mental Health Department
- Native American Community/Tribal Government

Mono County CalWORKs plans to develop "Terms of Community Services" to assist the participants in succeeding in their CalWORKs Plan, included in this will be plans to:

- Establish ethic standards
- Develop a variety of necessary skills which will lead to permanent, unsubsidized employment
- Expose CalWORKers to the "World of Work"
- Enhancement of self-esteem
- Matching job placements with ability and interest

We also identified areas that will require supportive efforts for CalWORKers. Some that were identified as areas needing development are:

- Job Search
- Education
- Training
- Child Care
- Transportation
- Behavioral Health issues
- Medical and Dental Outreach
- Resource and Referral for an appropriate service needed

Project development with fiscal and case management decisions will be made as the program design becomes more evident as the CalWORKs Plan evolves. We will submit specific details of this plan as an addendum.

I.) **WORKING WITH VICTIMS OF DOMESTIC VIOLENCE:**

Mono County Department of Social Services intends to provide training to all CalWORKs Staff who will be working with victims of domestic violence. This will enable CalWORKs Staff to identify those participants who are victims of domestic violence. The training will be acquired by contracting with an organization who will be able to provide staff with the necessary tools to complete the assessment needed to identify these victims.

Pending the adoption of regulations by CDSS, Mono County will continue to use the same standards, procedures and protocols used for determining good cause to waive program requirements for victims of domestic violence that are now used by the GAIN Program. When a victim of domestic violence is identified they are asked to call or are referred to the Wild Iris Women's Services organization or Toiyabe Indian Health Project. This local agency specializes in assistance to women and children who are victims of domestic violence.

J.) **PERFORMANCE OUTCOMES TO MEET LOCALLY ESTABLISHED OBJECTIVES:**

Mono County will track mandatory data collection through the ISAWS computer system. Other data collection requirements, that ISAWS does not have the capacity to track, will be tracked by manual systems which will be developed.

The Mono County Welfare Reform Steering Committee identified the following local program outcomes of CalWORKs:

- ▶ Reduction of the number of families receiving assistance
- ▶ Increase the number of job placements and the length of job retention
- ▶ Increase the earning capacity of families receiving assistance in order to foster self-sufficiency and personal responsibility.

**K.) PUBLIC INPUT TO THE COUNTY PLAN:**

Mono County Department of Social Services sought public input to this plan from impacted agencies, Tribal Government organizations and various organizations throughout the county. There is a public hearing scheduled for January 20, 1998 for additional public input on this plan.

This information shall be provided to Tribal Government for TANF purposes.

L.) **SOURCE AND EXPENDITURES OF FUNDS:**

Please see Attachment #2



**M.) ASSISTING FAMILIES TRANSITIONING OFF AID:**

Prior to a participant's discontinuance due to time limits (set time for this service will be determined at a later date) the CalWORKs Staff assigned to the case shall make referrals to the appropriate community resource programs to help them transition off of assistance.

For those CalWORKers that leave aid due to employment, the Mono County Department of Social Services will continue to provide the following supportive services:

- ▶ Child Care for up to one year
- ▶ Case management services for up to six months
- ▶ Transportation services for up to thirty days

N.) **JOB CREATION:**

Mono County Department of Social Services plans to contract with the IMACA, local community based organization, who will assist the Department in job development and job creation. IMACA has a long, successful history in this area for creating and placing our clients in jobs. In addition to this contract, the Mono County Economic Development Committee is applying for the funds made available to county CalWORKs Programs through the Job Creation Investment Fund Grant Program created in AB 1542. There may be other revenue generating opportunities through Tribal Governments and the Owens Valley Career Development Center.

**O.) OTHER ELEMENTS:**

Mono County is not involved in any pilot projects at this time. However, should we find that we are interested in pursuing such a project, we shall submit the proposal in the form of an addendum to the CalWORKs Plan.

P.) **COMPLIANCE WITH REQUIREMENTS OF CalWORKs:**

Mono County will require single parent families to participate in Welfare-to-Work Activities for a minimum of 26 hours per week beginning January 1, 1998, and 32 hours per week beginning July 1, 1999.

Two parent families will be required to participate in Welfare-to-Work Activities for a minimum of 35 hours per week.

Q.) **INTERACTION WITH AMERICAN INDIAN TRIBES:**

Mono County has two recognized tribes in the county; Bridgeport Indian Colony and the Utu Utu Gwaitu Paiute Tribe. Neither tribe has expressed interest in administrating their own TANF Programs.

Meetings to discuss the details of this plan were held with the Bridgeport Indian Colony on December 23, 1997, the Mono Lake Indian Community on December 29, 1997 and with Utu Utu Gwaitu Paiute Tribe on January 5, 1998. Telephone conversations were held with the Antelope Valley Indian Community as schedules would not permit a meeting. Recommendations from each group were incorporated into this plan.

The main focus of the Bridgeport Indian Colony was to have assurances that this plan is sensitive to the cultural needs of Native Americans and that the Department do everything possible to develop jobs in the local area to avoid the need for colony residents to relocate due to lack of local jobs and time limits. The Mono County Department of Social Services agrees with the members of the Bridgeport Colony and will try to meet the needs as circumstances permit.

The Mono Lake Indian Community, although not a recognized tribe, gave input to this plan. Mono Lake was in agreement with the Bridgeport Colony.

The meeting held with the Utu Utu Gwaitu Paiute Tribe, members were in agreement with the other two organizations and also gave important information that was incorporated into this plan.

Meetings have been attended by CalWORKs Staff that have been held by the California Indian Manpower Consortium (CIMC), Sacramento regarding TANF. There is no indication that CIMC will be involved in the administration of TANF Programs in Mono County.

## CERTIFICATION

THIS PLAN HAS BEEN DEVELOPED IN ACCORDANCE WITH THE APPROPRIATE FEDERAL, STATE AND COUNTY LAWS AND REGULATIONS. THE TERMS OF THIS PLAN, INCLUDING ALL CERTIFICATIONS WITHIN THIS PLAN AND ALL APPLICABLE LAWS AND REGULATIONS WILL BE FOLLOWED DURING THE IMPLEMENTATION AND EXECUTION OF THIS PLAN.

County Welfare Department Director's  
Signature

Marilyn Berg

Chairperson of the Board of Supervisors  
Signature

Paul Brown